



# STOP

# Workplace Harassment

**Causes Tension**  
**Causes Emotional Distress**  
**Undermines Productivity**  
**Lowers Morale**  
**Increases Employee Turnover Rates**

**Increases Absenteeism**  
**Inhibits Growth and Creativity**  
**Undermines Professionalism**  
**Undermines Inclusion**  
**Insults Dignity of Employees**

Harassing conduct is any unwelcome conduct, verbal or physical, based on individual's race, color, national origin, sex (including pregnancy, sexual harassment, sex stereotyping, sexual orientation, gender identity, or caregiving responsibilities\*), religion, age, disability (physical or mental), or genetic information (including family medical history) when:

1. The behavior can reasonably be considered to adversely affect the work environment; or
2. An employment decision affecting the employee is based upon the employee's acceptance or rejection of such conduct.

Examples of harassment that may adversely affect the work environment include but are not limited to making jokes or remarks or displaying images, pictures, other materials that may unreasonably interfere with work performance and/or create an intimidating, hostile, or offensive work environment based on an individual's race, color, national origin, sex (including pregnancy, sexual harassment, sex stereotyping, sexual orientation, gender identity, or caregiving responsibilities\*), religion, age, disability (physical or mental), or genetic information (including family medical history). Examples of harassment based upon an employee's acceptance or rejection of harassing conduct include, but not limited to, a supervisor coercing an employee into an unwelcome sexual relationship and then rewarding the employee

with a promotion, or a supervisor taking disciplinary action or denying a promotion to an employee because he or she rejected sexual advances from the supervisor.

Retaliation against an employee for alleging harassment or participating in a harassment fact-finding is also impermissible.

NASA employees who believe they have been subject of an incident of harassing conduct in violation of NASA Policy must not wait – tell the person that his or her behavior is a problem, report the matter immediately to his or her immediate supervisor, the Center Anti-Harassment Coordinator, or other official as designated by the Center Director.

\*Although discrimination based on caregiving responsibilities may be a form of sex-based discrimination, it may also be a form of discrimination under other bases, such as disability, race or national origin. Please consult your EEO Counselor for further guidance and instructions.

Should you wish to receive additional information on NASA's Anti-Harassment Procedures, please visit:

<http://www.nasa.gov/offices/oeod/discrimination/staffs.html>

Or contact the JSC Office of Equal Opportunity & Diversity at 281.483.0603 or JSC Human Resources at 281.483.3084

**JSC Anti-Harassment Coordinator:**

**Vanessa Wyche**  
**281.483.7343**